Senior Manager, Software Development

Requisition	R0000191500
Employer	Royal Bank of Canada
Canadian locations	Toronto (Ontario, Canada)
Primary address	600 QUEENS PLATE DR, TORONTO, ON M9W 0A4, Canada
Posted	November 10, 2026
Last day to apply	November 26, 2026
Posted deadline	November 27, 2026
Business area	TECHNOLOGY AND OPERATIONS
Employment status	Regular
Work schedule	Full time · 37.5 h per week
Pay type	Salaried

The position

As Senior Manager, Software Development in Wealth Management Technology, you will lead the engineering teams behind the back-end platforms that feed RBC's retail business – capture, routing, execution, commercial signage and real-time and batch services that clients and advisors rely on every day of trading.

It is a human leader role: you will manage developers and team leaders (employees and supplier partners), partner with retail and business stakeholders, and set the technical direction and roadmap for the portfolio.

Responsibilities

- Manage developers and team leads across Java (primarily) and HPE NonStop/COBOL, including vendor and contract resources. Set priorities and allocate resources to deliver with quality and efficiency.
- Build a high-performing, continuous-learning culture through coaching, candid feedback, and career development, growing the team's modern engineering and AI skills.
- Provide technical leadership and expertise to oversee the design, development and deployment of complex software solutions (focus on heritage management applications), ensuring alignment with business objectives and industry best practices.
- Make independent decisions on complex technical and operational issues and provide feedback on the heritage management technology strategy to senior management.
- Transfer the needs of retail companies to technical plans. Partner with business leaders and cross-functional teams to solve complex problems, and clearly explain technical risks and compromises to non-technical stakeholders.
- Maintain the roadmap for the modernization of retail trading platforms with experienced architects and engineers, including target architecture, sequencing, coexistence and safe decommissioning of existing components.
- Establish architecture principles and engineering standards across workstreams. Drive adoption of API-first, event-driven, and cloud-native patterns.
- Evaluate emerging technologies and recommend strategic investments that strengthen the platform.
- Lead the adoption of the corporate AI Engineering platform and agent workflows in the SDLC, including code analysis, business rule extraction, documentation, code creation, and test generation.
- Define governance and guardrails for responsible use of AI, including human review and model risk controls, that balance productivity with safety, risk and engineering excellence.
- Champion code review, secure coding, CI/CD, automated testing, and AI-assisted developer tooling.
- Balance innovation and operational stability by reducing technical debt while providing commercial value.

Royal Bank of Canada Website, © 1995-2026 - Tous droits réservés © 2026 - optimisé par novijob™

novijob.com novijob.com novijob.com novijob.com novijob.com novijob.com novijob.com novijob.com

- Be responsible for the availability, performance and resilience of real-time trading systems.

What do you need to succeed? Must have’s

- 10 years and more in software development, including 5 years and more development teams (people management, not just the technical leader) in an Agile environment.
- Practical background in Java back-end (Java 17+, Spring/Spring Boot, REST API, messaging such as MQ or Kafka) and the possibility to review designs and code in a credible way.
- Native and event architecture: microservices, Kafka, containers, Azure or OpenShift.
- Experience in a modernization or migration program (mainframe, HPE NonStop or similar) from target architecture to cut-off.
- Practical experience in applying AI tools in software delivery, such as coding assistants or agent workflows, and a clear view of where they add value and where they need bodyguards.
- Practical knowledge of COBOL platforms and legacy platforms, sufficient to judge migration estimates, risks and approaches.
- Recording of production systems with high production capacity: incident and problem management, ALS and change control.
- Strong written and verbal communication, with the ability to influence business and technology leaders.

Nice to have’s

- Retail brokerage or trading domain knowledge: equities, options and fixed income order flow, trade posting, settlement, and Canadian regulatory requirements (CIRO).
- Practical experience HPE NonStop: Guardian/OSS, TACL, Pathway, Enter, NoStop SQL/MP or MX, TMF, GoldenGate.
- Experience the construction or deployment of AI workflows (multi-step agents, LLM code transformation, AI-generated test suites) within a company framework.
- Experience in a large regulated financial institution, including working with audit, risk management and operating partners.

Pay and benefits

RBC teams aim to grow by working together, thinking ahead and giving dependable advice that helps clients and communities prosper. They support one another, develop their potential and strive for outcomes that benefit the communities they serve as well as the bank.

- A total compensation program with competitive pay, bonuses and flexible benefits, plus commissions and stock where applicable.
- Managers who coach employees and help them find opportunities to develop.
- Flexible work/life balance options
- Join a collaborative team that works at a high standard and looks for new ways to improve.
- Capacity to make a difference and sustainable impact

Job Skills

Application Development, Application Integrations, Application Maintenance, Application Architecture, Business Ecumenism, Business Application Delivery, Information Technology Management, Programming Languages, Software Development Cycle (SDLC), System Applications

RBC accepts applications until 11:59 p.m. on the day before the posted deadline.

Our Employment Opportunities

RBC works as One RBC and follows five shared values: putting clients first, integrity, collaboration, respect and excellence. As one of the world’s largest and most successful banks, it sees inclusion and different perspectives as important to continued growth. RBC supports staff in doing their best work, working together, innovating and developing professionally. Its policies and programs foster respect, belonging and opportunities for everyone to create value for clients and communities.

Royal Bank of Canada Website, © 1995-2026 - Tous droits réservés © 2026 - optimisé par novijob™

novijob.com novijob.com novijob.com novijob.com novijob.com novijob.com novijob.com novijob.com

Talent community

People who join RBC’s talent community can receive new postings, career advice and recruitment event updates tailored to their interests.

RBC’s careers portal shares information about career paths and how its teams contribute to client and community well-being.

RBC is accepting applications for an existing vacancy. Qualified applicants may hear from the recruitment team for a more detailed review of their résumé.

Search for requisition R0000191500 on the RBC careers portal.

novijob.com novijob.com novijob.com novijob.com novijob.com novijob.com novijob.com novijob.com

Royal Bank of Canada Website, © 1995-2026 - Tous droits réservés © 2026 - optimisé par novijob™